

**NAME:** RICHARD R. ANDERSON

**OCCUPATION:** ARBITRATOR

**ADDRESS:** 2244 JAMES ST.  
EAGAN, MN 55122

**TELEPHONE:** [612] 396-1218

**FAX:** [651-882-6290

**LABOR RELATIONS EXPERIENCE:**

1997 – Present: Arbitrator. Arbitrated labor and employment law cases in public and private sectors for FMCS and BMS (Minnesota). 1997 – 1999: Mediator in public sector for IPERB (Iowa). 1969 - 1997, served as an Agent, Supervisor, Resident Officer and Assistant Regional Director at the National Labor Relations Board where I investigated, supervised and decided federal labor law cases. I also served as labor contract negotiator and administrator both as a union representative and managerial representative involving field agents, attorneys and support staff. I have extensive experience in the construction industry both as an Agent and through actual work experience as an ironworker, equipment operator, truck driver and laborer. I was on the staff of a garment workers' union and served on the faculty at a Minnesota community college. I also have extensive arbitration experience in the private sector involving manufacturing, service and health care employers; in the public sector involving, state, county and municipal employees; and with public school employers involving both teachers and support staff. I have considerable interest arbitration experience with public sector employers including those involving nurses and other hospital employees, law enforcement officers and firefighters.

**ARBITRATION EXPERIENCE:**

**A. General Background:**

Since 1997, I have been involved in both private and public sector interest and grievance arbitration proceedings. I have had a number of contract interpretation cases involving both procedural and substantive issues. My goal is to render a decision within ten (10) days after the close of the hearing or receipt of briefs, whichever is the later.

**B. Arbitration Panels/Rosters:**

Federal Mediation and Conciliation Service [FMCS] (Currently Inactive); Minnesota State Bureau of Mediation Services [BMS]

**EDUCATION:**

1968-1970 University of Minnesota Graduate School – Industrial Relations Major  
1967-1968 University of Minnesota – Business Administration & Economics Majors  
1966 West Texas State University – Economics Major  
1963-1965 Ely State Junior College – Business Major

**PER DIEM FEE & CANCELLATION FEE:**

**PER DIEM FEE:** \$1,200 **DOCKETING FEE:** \$200 **CANCELLATION FEE:** \$1,200

**Grievance Arbitration:** The per diem fee of \$1,200 is charged for each day of hearing, research and preparation of the decision and award. A hearing is any portion of a day up to eight hours. After eight hours, time is prorated at \$150.00 per hour. Time for research and decision writing is prorated at \$150 per hour. A \$300 Administrative Services fee is also charged for secretarial services, copying and mailing fees and Agency reporting requirements; and time spent associated with their execution.

**Cancellation Policy:**

A Docketing fee of \$200 will be charged. The fee will be waived if a hearing is conducted or in the event a cancellation fee is assessed after a hearing has been cancelled. If the scheduled hearing is cancelled or postponed or rescheduled with notice of less than twenty-one (21) calendar days the cancellation or postponement or rescheduling fee for each day of hearing shall be \$1,200 unless another matter can be scheduled in its place.

**Interest Arbitration, Fact-finding and Labor Mediation:**

Per Diem, cancellation/postponement and travel fees are the same as for grievance arbitration.

**Travel Time:**

The Arbitrator charges a per diem fee for any portion of a travel day up to eight hours. (Travel time is not charged unless combined daily travel and hearing hours exceed eight hours in total length.) Time spent traveling in excess of eight hours (includes combined daily travel and hearing time exceeding eight hours) is prorated at \$150.00 per hour.

**Expenses:**

Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is the applicable IRS expense rate.

**Date: August 19, 2014**